

# HR CONNECTIONS

*A Quarterly Newsletter of the Department of Human Resources*



Welcome to the June 2006 edition of Human Resources Connections. For many of us, the month of June provides opportunities to celebrate the academic achievements of our friends and loved ones as they participate in commencement exercises. We also celebrate weddings, the dawn of spring, the end of our winter hibernation and more frequent opportunities for outdoor activities.

We celebrate all of these in a nation and an environment that gives us the freedom and liberty to do so in whatever manner we choose (within the bounds of the law). As we approach Independence Day, let us pause to remember in our thoughts and prayers the men and women (especially our co-workers) who risk their lives daily to preserve the freedoms we enjoy.

Have a happy, safe and enjoyable Independence Day.

**Chester C. Christie, Director  
Human Resources Department**

## EMS WEEK

*Lt. David B. Sawyer, Columbus, Division of Fire*

Every year, a week is set aside to honor those dedicated to providing emergency medical service to their communities. This year, May 14th - 20th was "EMS Week", and the Columbus Division of Fire held two special events to bring awareness to the community. On Tuesday, May 16th, at City Hall, a mock scenario of a cardiac emergency was simulated to show the importance of first responder teams and what an emergency response from the Fire Division would provide. Volunteers performed CPR and demonstrated the use of an AED until paramedics arrived. The second event was held at the Ohio Statehouse, on Thursday, May 18th. The Columbus Fire Department displayed the divisions EMS apparatus, offered blood pressure checks, and had other vendors on hand to offer additional health information. Every year the Columbus Division of Fire will look forward to offering the community the chance to meet and greet their EMS providers.



*Mayor Michael B. Coleman*

**June 22, 2006**

### WHAT'S INSIDE:

#### **2006 Health & Benefits Fair!**

Increasing awareness of health, and valuable employee benefits

#### **Healthy Columbus Campaign**

May 8 - June 30, 2006

#### **Emergency Preparedness**

A Checklist for individuals & families

#### **Health Club Discounts**

Special rates for City of Columbus employees

#### **How Would You Like to Spend Your Retirement?**

Ohio Public Employees Deferred Compensation Program can help you prepare

### Consider This...

*"He who has health  
has hope,  
and he who has hope  
has everything"*

# 2006 HEALTH & BENEFITS FIESTA!

The City hosted its 10th Annual Employee Health & Benefits Fair, May 10th at the Citywide Training and Development Center.



The fair is held to increase awareness of personal health, fitness and wellness, health care benefits, investments and retirement plan options. It provides a wide variety of information, educational materials, corresponding professional services, resources and referrals to the City's employees. This event also helps to motivate individuals to make positive health behavior changes and establish healthy lifestyle habits.

A wide variety of exhibits and health and fitness screenings were offered. Representatives from



some of the health and benefit industry's leading organizations were available to answer questions about personal health and well-being, physical fitness and financial and future planning. Several health and fitness screenings were offered: glucose testing, vision and hearing tests, diabetes, body composition, and spinal/postural analysis to name only a few. Chair massages and foot reflexology were also among

the many services offered. The Health Department conducted more than 150 blood pressure screenings, and 245 personal health assessments were completed on site, as part of the City's *Healthy Columbus* Campaign.

Healthy food samples, and recipes, at the fair were provided by Healthstrides Wellness Consultant. This year's theme was a "Fiesta" so the menu included quesadillas and nachos, accompanied by non-alcoholic Margaritas.

Human Resources served breakfast, including coffee, courtesy of Starbucks, and lunch.

These items were available to all attendees for a small donation toward Operation Feed. Additionally, "Books Are Fun" joined this year's event, offering several great items at discounted



prices. Proceeds from the book sale, totaling \$750, were donated to the Ohio Food Bank! Thanks to all who contributed to the cause, and congratulations to the Human Resources staff for the effort to help others in need!

Over 100 vendors participated in this year's event, and more than 500 employees attended. Thanks to all who attended, and the vendors for their valuable time and efforts in making this one of the biggest and best health fairs yet! Human Resources looks forward to another successful fair next year!

## Door Prize Winners!

**John Swinger, Troy Hardgrow** – Clock/Pen set (PERS); **Lori Witt** – DVD Player (Sam's Club); **Carolyn Craig** – Mary Kay gift set (Mary Kay Cosmetics); **Sarah Chaney** – 3 day/2 night package (Allied Home Mortgage); **Carlene Smith** – Food/gift basket (Edward Jones Investments); **Cheryl Smith** – Lunch tote & t-shirt (Central Michigan University); **Cindy Vesco** – PhotoShop Software (Computer Workshop); **Alice Beckholt, Kathy Coblentz** – IPOD (United Health Care); **Kathryn Stonerock** – \$300.00 Investment Planning Service (Waddell & Reed); **Rod Wright** – \$50.00 The Anderson's GC (Mid-Ohio Sleep Center); **Rod Reese** – Clock (Vision Service Plan); **Gloria Wallace** – "Grilling and More" book (Books Are Fun); **Paola Turner** – Cheryl's Cookies gift box (Deferred Comp); **Justina Rawlings** – \$50.00 Bath & Body GC (Minute Clinic); **Dien Do** – Travel bag & \$25.00 Visa GC (Ohio Savings Bank); **Dorothy Pemberton, Christal Chandler, Lisa McElligott, Mike Huggins, Diane Reese** – Pen/Flashlight & Tire gauge set (Sprint); **Shirley Thompson, Crystal Jones** – Pen set (Colonial Life); **Steve Hill** – King's Island Tickets; **Pam Oates, Dave Canup** – \$50.00 Gas card (The Grange Bank); **Natalie Tarver** – Weight Loss Partners Tool Kit valued at over \$150.

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## EMPLOYEE HEALTH AND WELLNESS SURVEY RESULTS

In March, a Health & Wellness Survey was mailed to all City employees providing an opportunity to express any thoughts and opinions on the City's healthcare plan and interest in wellness programs. The Department of Human Resources would like to thank the 1,750 employees who took the time to complete the survey. The responses received will help the City of Columbus evaluate and improve its healthcare program.

The survey results showed that 62% feel that the medical and prescription coverage offered by the City is between good and very good; 84% indicated that they would participate in City sponsored Wellness Programs. The top rated programs of interest included cardio and onsite fitness, weight control, and stretch/relaxation programs. Finally, the results showed that 81% value their personal health and wellness. Overall, the responses were positive and very helpful. Thank you for joining us in our efforts to be the best city in the nation in which to live, **work**, and raise a family.

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### CITY EMPLOYEES ARE ELIGIBLE FOR NUMEROUS FITNESS CLUB DISCOUNT PROGRAMS

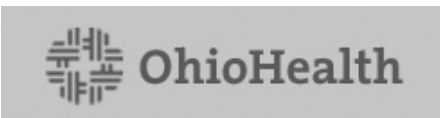


City of Columbus employees are eligible for the exclusive Lifestyle Corporate Membership Program. \$29.99/mo. includes the use of 36 Lifestyle Clubs and your choice

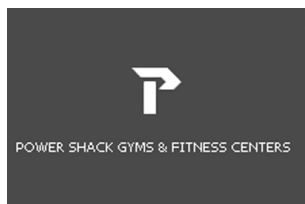
of Child Care or Studio Cycling Classes. Contact Sue for more information: [SCHL@LFF.com](mailto:SCHL@LFF.com)



Premier Sports Clubs are offering City of Columbus employees \$49/mo. primary membership, \$18/mo. for spouse, \$10/mo. for child, plus tax. For more information visit [www.PremieratSawmill.com](http://www.PremieratSawmill.com) or [www.WestervilleAthleticClub.com](http://www.WestervilleAthleticClub.com)



Grant Health and Fitness Center is offering City of Columbus employees individual and family memberships starting at \$43/mo. For more information or a personal tour call 614.566.9880.



Power Shack Fitness Centers corporate wellness discount program is offering City of Columbus employees savings up to 40% off the standard prices, or between \$140 and \$200 annually. Options starting as low as a \$19 registration fee, \$27/mo. primary membership, \$15/mo. for family, with 12 month commitment. For more information, visit [www.powershackfitness.com](http://www.powershackfitness.com).



A special corporate discount program is available at World Gym for City of Columbus employees. \$28/mo. (through CheckFree), \$20/mo. for family (12-21), with 12 month commitment. One-time \$49 processing fee applies. For more information, contact Lynn Jacobs at [lynn@corpwellnessohio.com](mailto:lynn@corpwellnessohio.com) or by calling 614.288.8899.

**WATCH THE CITY INTRANET SITE  
MORE DISCOUNT PROGRAMS!**

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## Healthy Columbus Campaign

May 8 - June 30, 2006

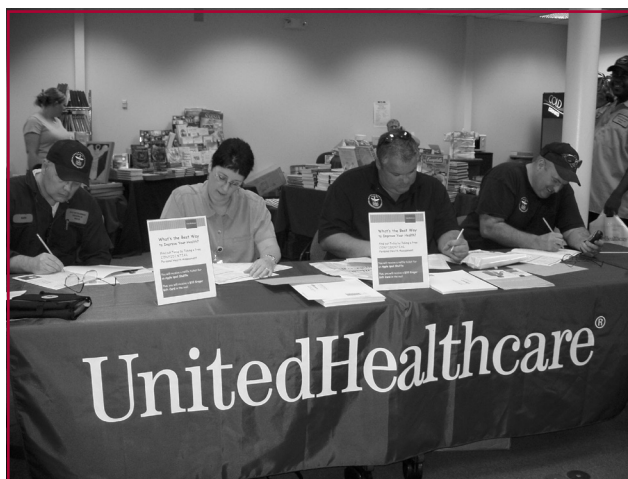
On May 8, 2006 the City kicked off its 8-week “Healthy Columbus” Campaign. As the City moves forward with its health and wellness initiatives, it is necessary to customize its wellness and disease management programs to meet its’ employees’ needs. To accomplish this, all adults, over the age of 18, who have the City’s United HealthCare insurance are urged to complete a CONFIDENTIAL Personal Health Assessment.

Letters were mailed to all City employees, containing detailed instructions on completing the assessment. Within that information, employees were assigned a key code and pin number to allow individuals to complete the assessment online at [www.myuhc.com](http://www.myuhc.com). A hard copy of the Assessment can be obtained by contacting Employee Benefits and Risk Management at 645-8065 by June 30th.

The results of the Personal Health Assessment will be compiled by an independent company, Gordian Health Solutions, Inc. and will be kept strictly confidential. The city of Columbus will receive only overall, general information on the total assessment results. The responses will assist the City in developing wellness programs that are beneficial to its employees. Please take this opportunity to help the City of Columbus become a better place to work!

*Receive\* a \$10 Kroger Gift Card for completing the CONFIDENTIAL Personal Health Assessment between May 8, 2006 and June 30, 2006!*

*\*Must be age 18 or over*



*Employees took time to complete the Personal Health Assessment at the 2006 Health & Benefits Fair!*

## How Would You Like To Spend Your Retirement?

Walker, David, Facing Facts about America's and Americans' Financial Future, Part I., Retirement Counseling March 2006 Society of Financial Service Professionals

“Given current trends, many baby boomers may need to defer retirement and work longer, even if only part time, to maintain their standard of living into their 60s, 70s, and beyond. Many experts predict that fewer workers will retire outright, and more and more workers will transition from full-time jobs to part-time employment before retiring. Fortunately, as workforce growth slows in the coming decades, employment opportunities for many of America’s seniors should also increase. Unfortunately, little is being done to encourage older workers to stay on the job.”

Would you like to reduce your standard of living, work longer or save for retirement? It is important to take additional measures to help ensure your retirement years are more comfortable and assist with future income needs.

The Ohio Public Employees Deferred Compensation Program is a voluntary supplemental retirement plan that provides for tax-deferred contributions above and beyond those associated with the Ohio retirement systems. We are here to help you obtain your financial goals. Please contact us at 1-877-644-6457 or visit us on the web at [www.ohio457.org](http://www.ohio457.org) for additional information.

**Citywide Office of Training and Development  
Will offer the following OPERS Seminars:**

### **Providing Long-term Awareness (PLAN)**

March 20, 2007 and October 18, 2007  
(Must have more than 5 years to retirement)

### **Retirement Awareness Program (RAP)**

April 10, 2007 and November 14, 2007  
(Must have less than 5 years to retirement)



**TORNADO  
FIRE**

**FLASHFLOOD  
PANDEMIC**

**WINTERSTORM  
HAZARDOUS MATERIALS SPILL**

**HURRICANE**

## Emergency Preparedness Checklist for Individuals and Families

*Information provided by Columbus Public Health*

The next time disaster strikes, you may not have time to act. Prepare now for a sudden emergency. Learn how to protect yourself and cope with disaster by planning ahead. This checklist will help you gather the information and resources you may need in case of a natural disaster, evacuation, or flu pandemic.

### **Bottled water and non-perishable foods.**

During an emergency, if you cannot get to a store, or if stores are out of supplies, it will be important for you to have extra supplies on hand. Examples of food: Ready-to-eat canned meats, fruits, vegetables, beans, soups, protein or fruit bars, dry cereal or granola, peanut butter or nuts, dried fruit, crackers, canned juices, canned or jarred baby food, formula, and pet food.

### **Prescription drugs and medical supplies.**

Ask your doctor and insurance company if you can get an extra supply of your regular prescription drugs, and prescribed medical supplies (i.e. glucose and blood-pressure monitoring equipment).

### **Non-prescription drugs and other supplies.**

Have nonprescription drugs and other health supplies on hand (i.e. pain relievers, stomach remedies, cough, cold and fever medicines, fluids with electrolytes, and vitamins).

**Caring for family members.** Talk with family members and loved ones about how they would be cared for if they got sick, or what will be needed to care for them in your home.

**Volunteer to help.** Volunteer with local groups to prepare and assist with emergency response. Get involved in your community as it works to prepare for an emergency.

**Other medical, health and emergency supplies.** Examples of other medical, health, and emergency supplies: Soap and water, or alcohol-based (60-95%) hand wash, thermometer, cleansing agent/soap, flashlight, batteries, portable radio, manual can opener, garbage bags, tissues, toilet paper, and disposable diapers.

### **First Aid CPR/AED Program Changes and Enhancements**

The Heart Association guidelines are changing. The Citywide Office of Training and Development will be implementing the newly released guidelines, and anticipates new training materials in July.



Training methods in place now are not incorrect, nor are they harmful, but improved methods based on new scientific evidence will make it easier for the public to learn CPR and other life-saving skills.

The new guidelines will not affect those who are currently certified. Current certified individuals are still certified for two years. Look for updates on the City's intranet site.

**SAVE THE DATE!**

**4th Annual  
Citywide  
Human Resources  
Conference  
October 17, 2006**

## Overcome Life Challenges

### Feeling overwhelmed? Stressed?

**Diane:** A long-term, reliable, city employee. Her supervisor knew she could rely on Diane to get her work done, and knew her to have excellent customer service skills. Diane's supervisor began seeing a pattern of Diane getting easily frustrated and making mistakes. She also knew that Diane was a single parent of a teen-ager who was having difficulty in school, and she cared for an elderly aunt. **Joe:** Has been struggling to get to work, though he had consistently been on time during his 10 years with the city. He valued his job, but was having difficulty focusing on his work and was frequently preoccupied with all the things he had to do. He cared for his elderly parents, and juggled the demands of two young children. Joe was also the sole income provider in his family.

Both were dealing with similar challenges in their lives, and these challenges were beginning to affect their job performance. Diane and Joe are part of what we now call the "Sandwich Generation". The sandwich generation refers to individuals who are caretaking for multiple people in their lives; be it children, elderly parents or other family members, at the same time trying to manage their own responsibilities.

Diane's supervisor suggested she call EAP, and Joe saw a flyer and thought EAP might be able to offer him some help. The employees found EAP to be a safe place for them to get support and reduce the increasing amount of stress in their lives. EAP suggested a variety of resources that helped them each manage their multiple responsibilities. These resources included Meals on Wheels, in-home nursing services, and avenues for youth with learning difficulties. Though they had different needs, both expressed that through their involvement with EAP they were able to refocus their energies back into their jobs and felt reduced stress in managing their multiple responsibilities.

*Diane and Joe are not actual EAP clients, however their situations are representative of the reasons employees seek help from EAP. EAP is available to help all city employees, and their family members, deal with life challenges, effectively and confidentially. For information, call EAP at 645-6894.*

## EMPLOYEE FAMILY FUN DAY! SATURDAY, AUGUST 5, 2006 COLUMBUS ZOO & AQUARIUM AND WYANDOT LAKE!

**BE THERE!**

Contact the  
Community  
Relations  
Commission  
for more  
information  
645-1993.



**LIFE SHOULD BE FUN!**

**SAVE THE DATE**  
**SATURDAY, AUGUST 5**  
**City of Columbus Employee Family Fun Day at Wyandot Lake and the Columbus Zoo and Aquarium**  
For details contact the Community Relations Commission 614-645-1993

**WYANDOT LAKE**  
A Six Flags Theme Park  
NEXT TO THE COLUMBUS ZOO AND AQUARIUM  
1010 Riverside Drive  
Powell, Ohio 43065  
614-889-7285, ext. 226

AT WYANDOT LAKE, YOU'LL FIND OVER 45 THRILLING RIDES, SLIDES AND ATTRACTIONS INCLUDING:  
• Exciting Carousel Creek (lazy river)  
• Challenge Island, a mind-boggling 4 1/2 story tower of water wizardry surrounded by two loggers and a lot of fun  
• Kidzington Wild Tale Wave Pool  
• Roaring wooden roller coaster, 55 foot tall Ferris Wheel and a special Wyandot Lake kids amusement area  
\*Regular admission fee, no carry-in of food or beverages. Children two and under free.

### IMPORTANT PHONE NUMBERS

United HealthCare (Medical)	1-800-681-3849
Claims, Pharmacy/UHC Mail Order (MEDCO), Pre-certification	
Optum/Nurseline	1-877-365-7922
United Behavioral Health	1-800-358-0365
Behavioral health, substance abuse, psychiatric treatments	
Website	www.myuhc.com
AETNA (Dental)	1-800-879-4337
Website	www.aetna.com
Vision Service Plan (Vision)	1-800-877-7195
Website	www.vsp.com
AETNACOBRA: Continuation Benefits	1-800-429-9526
AETNA: Short-term Disability	1-503-937-0302
Claim Questions	1-866-282-8495
Filing a Claim: Contact the Human Resources Department, Risk Management Division at 645-8065, or Payroll.	
AFLAC	614-761-1342
Deferred Compensation	1-877-644-6457
Deferred Compensation Website	www.ohio457.org
Colonial Life	1-800-272-5025
OPERS	1-800-222-7377
EAP	614-645-6894
City Website	http://www.columbus.gov
Intranet	http://Intranet/Agencies/Human Resources

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